



IN REPLY REFER TO

1100
Ser N13/2K0059
2 Oct 00

MEMORANDUM FOR HEAD OFFICER PERSONNEL PLANS AND POLICY
BRANCH (N131)

Subj: CHARTER FOR THE OFFICER PERSONNEL STRUCTURE (OPS) TASK
FORCE

1. You are directed to establish an Officer Personnel Structure (OPS) Task Force to analyze the Navy's current Officer Corps structure and its ability to meet future requirements.
2. The OPS Task Force will utilize the recently developed Resource Consultants Incorporated (RCI) model for the analysis of each proposed solution. Specific issues to be addressed are as follows:
 - a. how best to capture talent leaving the Navy due to mismatch between officer personal desires and current career paths;
 - b. recommend optimum realignment (if necessary) of the Fleet Support Community;
 - c. review current Navy officer structure capability to produce inventory to meet requirements;
 - d. review 1000/1050 billet base for optimum size and alignment; and
 - e. additional issues forwarded by the Task Force Members.
3. The Task Force will consist of two groups, voting members and informed members. Voting members will consist of O-4 to O-6 representatives from N1 (N131-Chair), N3/5, N6, N8, and the URL community managers. The other task force members will be representatives from the affected claimants, resource sponsors, and detailing codes. These members shall be kept informed at least monthly via scheduled meetings or VTC.

Attachments

Subj: CHARTER FOR THE OFFICER PERSONNEL STRUCTURE (OPS) TASK
FORCE

4. The Task Force will be established October 2000. In view of Lateral Transfer Board timelines, you will provide a recommendation on the Fleet Support Community NLT 15 Jan 2001. All additional recommendations will be forwarded to N13 not later than 1 June 2001.



JOSEPH G. HENRY
Rear Admiral, U.S. Navy
Director, Military Personnel
Plans and Policy Division (N13)

Copy to:
URL OCMs
N3/N5
N6
N8



Officer Personnel Structure (OPS) Task Force

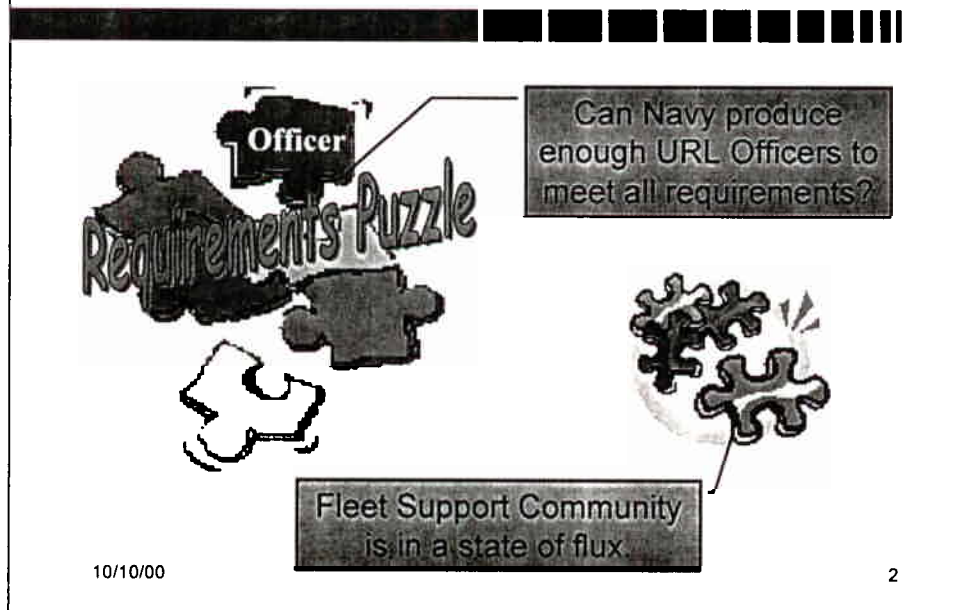
Concept of Operations (CONOPS)

Officer Plans & Policies/Officer Professional Development

10/10/00

1

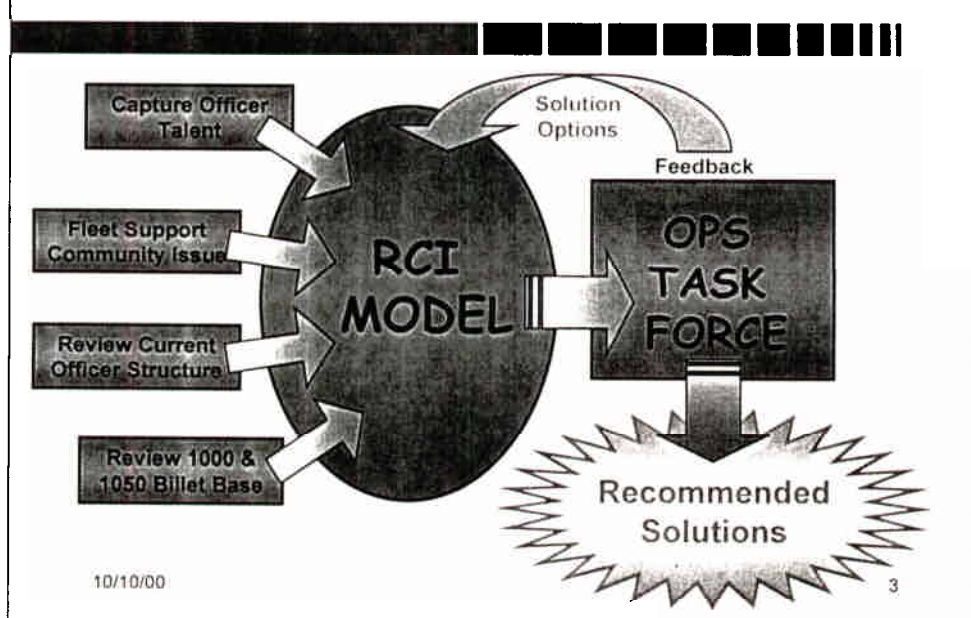
Bounding the Problem



Bounding the problem:

- Capture the talent leaving the Navy because established community milestones (XO, Command...) are not in concert with personal goals. Many officers are forced to follow career template to be successful.
- Resolve where the Fleet support community goes.
- Can the URL Force Structure produce enough officers to meet current and future requirements?

Define Problem & Examine Solutions



Alternate Solutions:

- An increase in accessions designed to ensure all requirements can be met is limited by the training pipeline capacity and design. Initial limitations and backlog would be felt in the Aviation community followed by SWO and Submarine.
- An off-load of billets would require a thorough examination of the effects due to removing pyramid slices (starting with Major Command at the top) from the existing URL structure to send to the RL and Staff. This could cause some traditional community billets to be moved and may reduce command/major command opportunity.
- A decrease in tour length is a risk analysis problem which should focus on the willingness of a Major Commander to have less experienced personnel manning the ships, submarines and squadrons. The decrease in Division Officer, Department Head and XO tour lengths reduces the "Sea Duty" time and additionally may require policy changes to minimum required time at sea to fill these billets i.e. 5 years sea duty for SWO XOs.
- Additional Solutions will be forwarded by the working group.

Questions:

- Does URL produce enough officers?
- Will restructuring FSO community fix the problem alone?

Who Votes?

Voting Group Development:



Small Core of voting members

(O-4 to O-6 Representatives)
(N1 (N131-Chair), N3/N5, N6, N8, URL
Community Managers)

Larger group to be kept informed via VTC or scheduled meetings

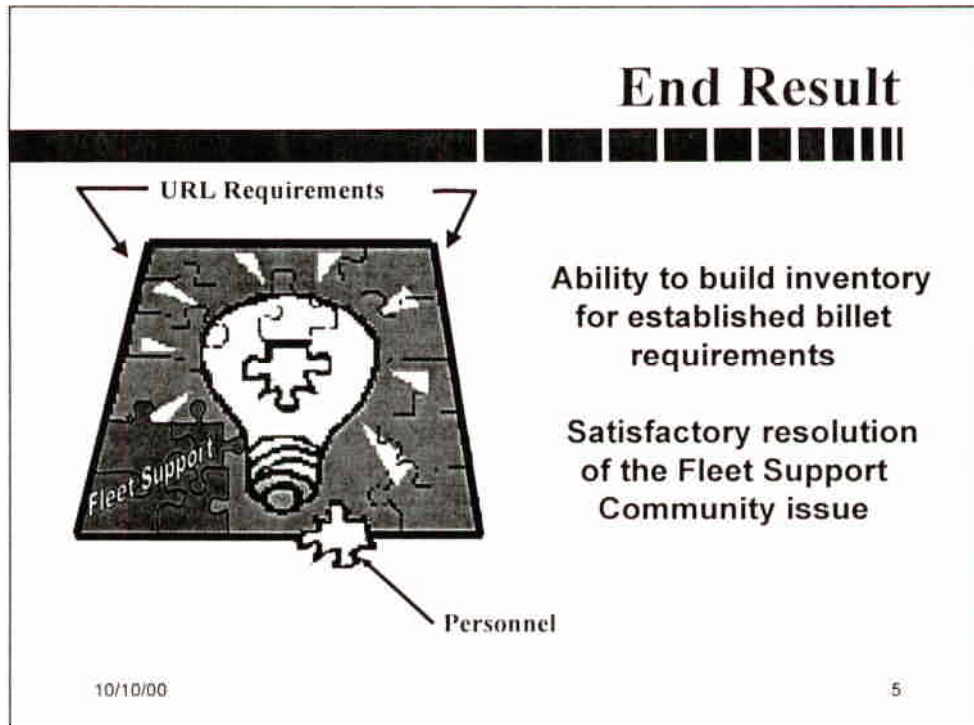
(Affected Claimants, Resource Sponsors,
Detailing Codes)

10/10/00

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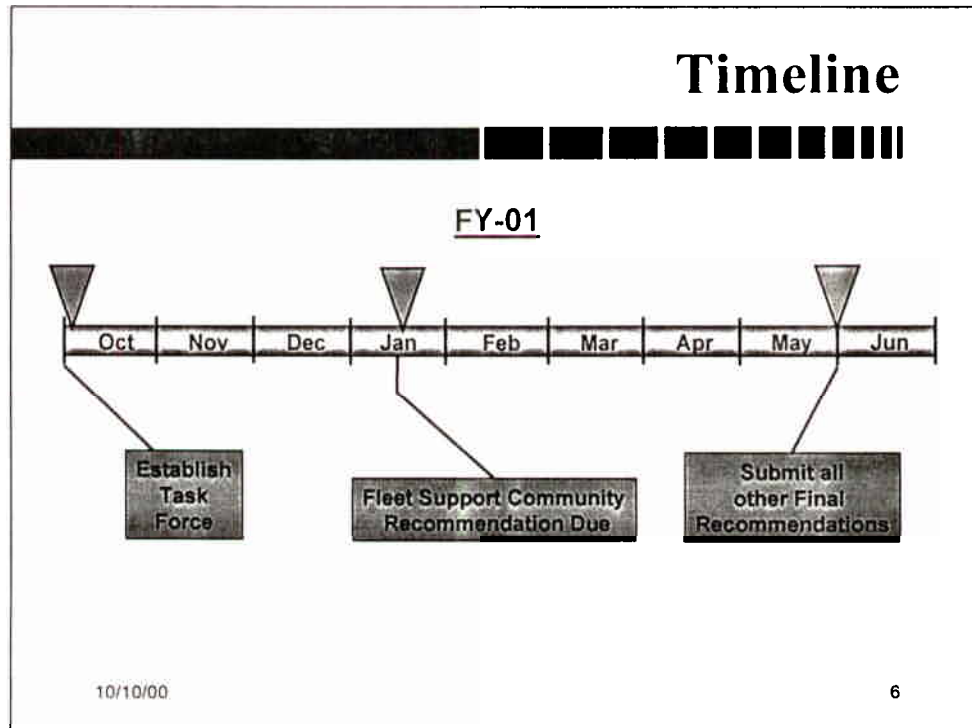
Voting Group Development:

- The scope of the working group should be limited to the initial problems. They should not try to fix all of the problems at once.
- Members (O-4 to O-6 representatives) should be thoroughly versed and have an established understanding of their community as well as how their piece fits into the puzzle as a whole. Additionally, some members should be focused on the analytical portion of the problem to provide data and trend analysis as a measure of success and for remodeling.
- The voting group should consist of a small portion of the affected communities/claimants. (N1 (N131-Chair), N3/N5, N6, N8, URL Community Managers)
- The remaining, larger group would be kept informed through VTC or scheduled meetings. (Claimants, Resource Sponsors, Detailing Codes)



The End Result:

- The URL needs to establish a plan which will allow it to man to meet established or modified billet requirements.
- The Fleet Support Community status must be resolved.
- Additional Issues addressed by working group.



Time line (9/28/00):

- Oct 00 - Establish Working group
- Jan 15, 01 - FS community issues resolved
- Jun 01 - Additional issues resolved. Final plan ready for approval.